



County of Los Angeles CHIEF ADMINISTRATIVE OFFICE

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DAVID E. JANSSEN
Chief Administrative Officer

September 20, 2005

Board of Supervisors
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To: Supervisor Gloria Molina, Chair
Supervisor Yvonne B. Burke
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Supervisor Don Knabe
Supervisor Michael D. Antonovich

From: David E. Janssen
Chief Administrative Officer

DEPARTMENT OF HEALTH SERVICES REQUEST TO INCREASE ANNUAL COMPENSATION OF CHIEF EXECUTIVE OFFICERS AT HARBOR/UCLA MEDICAL CENTER AND AT OLIVE VIEW/VALLEYCARE MEDICAL CENTER

Consistent with the March 29, 2005 Board Adopted Ordinance No. 2005-0027 expanding the salary range for Hospital Administrator II positions at County hospitals, the Department of Health Services (DHS) is requesting authority to increase the annual salaries of Tecla Mickoseff, Chief Executive Officer at Harbor/UCLA Medical Center, and Melinda Anderson, Chief Executive Officer at Olive View/Valleycare Medical Center, to \$199,506. The requested salary represents a 25 percent increase from their current annual salaries of \$159,604.80. Funding is available in the Fiscal Year 2005-06 Adopted Budget.

On February 8, 2005, your Board instructed the Director of Personnel, working in concert with the Director of Health Services, with oversight by my office, to evaluate compensation information, including salaries and benefits, for hospital administrators at public and private healthcare organizations comparable to the positions at DHS facilities, and to determine whether existing County compensation levels should be modified. Our report, dated March 8, 2005, indicated that the then-current salary range and maximum cash compensation for the County's Hospital Administrator II was not in line with other California county hospital administrators and lagged behind hospital administrators in the private sector. Based on that review, we recommended adjusting the top end of the salary range for the Hospital Administrator II to 50 percent above the control point, resulting in extending the top end of the salary range from \$159,604 to \$199,506. The Ordinance implementing this change was adopted by your Board on March 29, 2005.

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Ms. Mickoseff and Ms. Anderson have been in their Hospital Administrator II positions since February 10, 1994 and February 28, 1994, respectively, each over 11 years. In this capacity, they have been responsible for the daily operations of their respective hospitals, directing and controlling the operations of the hospitals, including the general management of operational and clinical functions. This entails the administrative oversight of clinical services, finance, regulatory compliance, resource utilization, quality assurance, risk management, information systems, and policy and program development. They are also responsible for oversight of the daily operations of hospital support services, including facilities management, materials management, housekeeping, laundry, and pharmacy services as well as inpatient and outpatient services.

Based on our review of the DHS request, including the experience, responsibilities and leadership skills of the incumbents, we concur with the Department's request to increase Ms. Mickoseff's and Ms. Anderson's salaries to the new maximum of \$199,506, consistent with the Board's action to increase the compensation available to Hospital Administrator II positions.

Unless otherwise instructed by your offices by September 30, 2005, we will notify the Department that they are authorized to proceed with the salary increases effective June 29, 2005, the date of the Department's request to our office.

If you have any questions or concerns regarding this appointment, please call me or your staff may contact Josie Jaramillo of this office at (213) 974-1274.

DEJ:DL
SAS:JJ:bjs

c: Executive Officer, Board of Supervisors
Director of Health Services
Director of Personnel